

## **ABSTRACT**

*Employees have an important role in achieving company goals. Therefore, companies must pay attention to employee performance in order to remain stable. There are several factors that have a positive influence on performance. High employee performance is determined by high work motivation. Financial and nonfinancial motivation are key factors to improve employee performance. This study entitled "The Effect of Financial and Non-Financial Motivation on Employee Performance at Roemani Hospital Semarang" aims to determine whether the work motivation variable consisting of financial motivation and non-financial motivation has a positive and significant effect on employee performance.*

*The research method uses reliability and validity test analysis, classical assumption test, and multiple regression analysis. Data collected through questionnaires. The number of respondents was 100 non-medical employees, Roemani Hospital Semarang. All tests were carried out using the SPSS program (Statistical Product and Service Solutions) 24 for Windows.*

*The results showed that financial and non-financial motivations had a positive and significant effect on employee performance. Nonfinancial motivation has a greater influence than financial motivation.*

*Keywords: financial motivation, nonfinancial motivation, employee performance*